



Cadet Programs Today

Bulletin for the Leaders of America's Finest Youth

Official Monthly Newsletter of the Civil Air Patrol Cadet Program www.cap.gov

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New!

Staff Duty Analysis
& Cadet Programs
Specialty Track Study Guide

Take effect 1 June

Visit www.cap.gov
Click "Cadet Programs"
& "Updates"



New Drug Demand Reduction chief joins staff

The HQ CAP team has a new drug demand reduction program chief, Mike Jiru.

Mike brings to CAP his 29 years experience as an Air Force medical service corps officer. He has worked closely with the Air Force surgeon general's office, the same organization that funds CAP's drug demand reduction program. His familiarity with the people and processes of the surgeon general's office should be of great value to CAP.

Growing up as a military "brat," Mike graduated from the Berlin American High

School in Berlin, Germany. He went on to East Texas State University to earn a bachelor's degree in business before receiving his commission. Additionally, he earned a masters degree in public administration from Auburn University in Montgomery, Alabama.

Mike is eager to build on the successes of CAP's DDR program: "I want to grow Civil Air Patrol's DDR program into one of the Defense Department's premiere drug reduction programs."

MIKE JIRU,
Chief, Drug Demand
Reduction Program



Mike succeeds Gerry Levesque, who accepted a teaching position in Texas and now leads a middle school squadron there.

Welcome to the team, Mike!

The Annual Encampment Issue

Cadets, leaders ready for encampment season

Summers are for encampments!

Each year, nearly 5,000 cadets participate in a CAP encampment, developing their leadership skills and advancing their understanding of airpower and aerospace careers. Over 45 encampments are held annually, with most occurring on a military installation during the summer.

Listed below is a re-cap of some policies and resources related to encampments:

Air Force hospitals

CAP members may obtain emergency care at an Air Force medical facility if they are injured or become ill during official activities held on the installation. See AFI 41-115 for details.

Air Force dining facilities

CAP is exempt from surcharges at Air Force dining facilities. Dining facilities able to support encampments should not assess a surcharge to CAP members listed on military support authorizations (MSAs). See AFI 10-2701, paragraph 4-4 for details.

Insurance certificate

Some facilities require that CAP provide proof of liability insurance. To request a copy of CAP's certificate of insurance, contact Kathy Walton at AirSure Ltd. at 1-800-947-1140.

Required Staff Training

Cadet and senior staff members who lead encampments and similar activities lasting four nights in duration or longer must complete the Required Staff Training seminar before participating at the activity.

Commanders determine which participants are classified as "staff." For example, a commander may decide that a senior member attending the encampment only briefly, or having no direct contact with cadets, is not a full

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**Web
Extra:**

When is your encampment? Find out!

Visit www.cap.gov, click "Cadet Programs" & "Encampments"



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Curt LaFond, Editor

Curriculum resources made available

Historically, encampment commanders have received no resources such as lesson plans, simulations, games, etc., to implement the encampment curriculum.

Now, some of those needed tools are available on-line. A new "Encampment

Modules challenge cadets with group problems and hands-on activities

Training Module" includes aids that will help leaders conduct informal lectures and group discussions as well as challenge their

cadets with innovative group problems and hands-on leadership exercises.

Developed by the USAF Air Command & Staff College specifically for CAP, the modules help fulfill the required 16 hours of encampment leadership training. Commanders who want to introduce their cadets to Air Force leadership will find the modules a great resource.

Use of the modules is optional. Commanders are free to conduct the encampment using whatever activities fit their needs, provided that cadets fulfill the minimum content listed in CAPR 52-16.

Download the modules by visiting www.cap.gov, then clicking "Cadet Programs" and "Training Resources." Try them out and send us your feedback.

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member of the "staff" and therefore is exempt from RST.

RST is divided into two sections:

During Part 1, "How to Avoid the Hazing Trap," the staff learns to define hazing and use positive leadership to promote teamwork and discipline.

Commanders may excuse members from Part 1 if they had previously completed it during the current calendar year, and a core group of experienced staff remain in the class to contribute to the discussion.

During Part 2, "Using Operational Risk Management to Avoid the Hazing Trap," the staff works together to reduce the risk of hazing, harassment, and humiliation taking place at their activity.

Part 2 is especially important because an encampment's leadership dynamics change each year, necessitating a fresh look at the training environment.

Properly conducted, RST can be completed in about 90-minutes.

The reporting requirements are simple: commanders make a roster of all cadet and senior staff members, and certify whether each completed RST. That memorandum is then kept on file for three years at the echelon's headquarters.

For complete details, see CAPR 52-16, paragraph 1-4, and CAPP 52-12.

Minimum content clarified

CAP is one step closer to a standardized, clearly-defined encampment curriculum.

CAPR 52-16, figure 5-1, outlines the goals of each training block and better explains the purpose of each curriculum area.

Because each encampment has different resources available at its host installation, commanders have asked for a flexible curriculum.

The revised curriculum deletes minimum durations for each lesson, instead setting a minimum duration for each major block. For example, instead of requiring X hours of drill, commanders may use their judgment in determining how much training in drill their cadets need, so long as the cadets receive 16 hours of instruction under the banner of "Leadership and the Cadet Ethic."

CAP is one step closer to a standardized encampment curriculum

► How is the Air Force mapping its training?

Universal Aerospace Leadership Competencies (UALCs) outline the fundamentals expected of every airman. CAP has followed suit by matching the encampment curriculum with the UALCs, thereby further demonstrating to Air Force leaders that CAP cadets are engaged in a meaningful program worth supporting.

The UALCs do not alter the essence of encampments, but merely document cadet training using the latest Air Force terminology.

Required Staff Training: The Real Benefits

Members who have completed RST know that an activity's leadership environment fails cadets if the leader's concept of hazing promotes standards that are too extreme.

The "hard approach" of tearing cadets down and building them back up leads to hazing and ineffective CAP training.

The "soft" or "Cub Scout" approach does not instill the discipline and sense of responsibility that cadets need.

RST helps leaders find the middle ground between the hard and soft approaches that best suits cadet training.

Without RST, some members may cry "hazing" when in fact the questioned act is not cruel, abusive, etc., and therefore does

not meet the definition of hazing. For example:

♦ A parent complains that having cadets rise at 0530 hrs and beginning their day with calisthenics is hazing.

♦ A cadet complains of hazing for being required to stand at attention during a 10-minute uniform inspection.

RST helps staff members think conceptually about hazing, giving them

tools to apply their judgment responsibly, versus relying on the literal meaning of rules that can not anticipate every scenario. For example:

♦ A commander requires cadets to rise at 0200 hrs for physical training and a barracks inspection. By depriving cadets of needed sleep, the act is harmful, and therefore is hazing.

♦ After being told not to shout in the face of her cadets, a flight commander screams and rants at a cadet while standing *behind* him. While the flight commander followed the literal instructions of her superior, her action is nevertheless humiliat-

ing and oppressive, and therefore is hazing.

Moreover, the two previous examples are counter-productive

and unlikely to increase a cadet's sense of discipline or respect for authority.

The real benefits of RST are that it ensures cadet training will be well-designed and effective, thereby reducing the risk of hazing and the likelihood of false complaints about hazing.

RST helps leaders find the middle ground best suited for cadet training